



AMENDMENT NO. 1 TO MS&C COMPENSATION PLAN

04/01/2021 08:59
m_webb

TRAIN DATABASE Mar 4 2021
SALARY TABLES

P 1
pmgrstep

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
04/24/2021	5	MANAGEMENT 063	AST ELC UTL MNG	H HOURLY	B BIWEEKLY	03	26.0000	8.00	80.00	10.00	2080.00	260.00	N
10% Equity Adjustment Effective 04/24/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	57.2409	457.9272	4,579.27	119,061.07
01	0.0000	60.0203	480.1624	4,801.62	124,842.22
02	0.0000	62.9373	503.4984	5,034.98	130,909.58
03	0.0000	66.0009	528.0072	5,280.07	137,281.87
04	0.0000	69.2183	553.7464	5,537.46	143,974.06
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

04/24/2021	5	MANAGEMENT 217	ELEC REG CC	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
10% Equity Adjustment Effective 04/24/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	47.3925	379.1400	3,791.40	98,576.40
01	0.0000	49.6783	397.4260	3,974.26	103,330.76
02	0.0000	52.0798	416.6380	4,166.38	108,325.88
03	0.0000	54.6003	436.8020	4,368.02	113,568.52
04	0.0000	57.2468	457.9740	4,579.74	119,073.24

04/24/2021	5	MANAGEMENT 220	ELELTRIC ESTIMA	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
10% Equity Adjustment Effective 04/24/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	46.8504	374.8030	3,748.03	97,448.78
01	0.0000	49.1097	392.8780	3,928.78	102,148.28
02	0.0000	51.4824	411.8590	4,118.59	107,083.34
03	0.0000	53.9728	431.7820	4,317.82	112,263.32
04	0.0000	56.5881	452.7050	4,527.05	117,703.30

04/24/2021	5	MANAGEMENT 240	ELEC UTL MNGR	H HOURLY	B BIWEEKLY	03	26.0000	8.00	80.00	10.00	2080.00	260.00	N
10% Equity Adjustment Effective 04/24/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	63.4157	507.3256	5,073.26	131,904.66
01	0.0000	66.5036	532.0288	5,320.29	138,327.49
02	0.0000	69.7452	557.9616	5,579.62	145,070.02
03	0.0000	73.1498	585.1984	5,851.98	152,151.58
04	0.0000	76.7231	613.7848	6,137.85	159,584.05
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
04/24/2021	5	MANAGEMENT 245	ELECTR SUPER	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
10% Equity Adjustment Effective 04/24/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	54.4698	435.7580	4,357.58	113,297.08
01	0.0000	57.1105	456.8840	4,568.84	118,789.84
02	0.0000	59.8828	479.0620	4,790.62	124,556.12
03	0.0000	62.7928	502.3420	5,023.42	130,608.92
04	0.0000	65.8495	526.7960	5,267.96	136,966.96
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

04/24/2021	5	MANAGEMENT 247	ELEC UTL ENGR	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
10% Equity Adjustment Effective 04/24/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	47.3925	379.1400	3,791.40	98,576.40
01	0.0000	49.6783	397.4260	3,974.26	103,330.76
02	0.0000	52.0798	416.6380	4,166.38	108,325.88
03	0.0000	54.6003	436.8020	4,368.02	113,568.52
04	0.0000	57.2468	457.9740	4,579.74	119,073.24
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

** END OF REPORT - Generated by Marcy Webb **

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/19/2021	5	MANAGEMENT 063	AST ELC UTL MNG	H HOURLY	B BIWEEKLY	03	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 07/01/21													
Starting with Pay Period 06/19/21 - 07/02/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	61.5340	492.2720	4,922.72	127,990.72
01	0.0000	64.5218	516.1744	5,161.74	134,205.34
02	0.0000	67.6576	541.2608	5,412.61	140,727.81
03	0.0000	70.9510	567.6080	5,676.08	147,578.08
04	0.0000	74.4097	595.2776	5,952.78	154,772.18
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

06/19/2021	5	MANAGEMENT 217	ELEC REG CC	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 07/01/21													
Starting with Pay Period 06/19/21 - 07/02/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	50.9469	407.5750	4,075.75	105,969.50
01	0.0000	53.4042	427.2340	4,272.34	111,080.84
02	0.0000	55.9858	447.8860	4,478.86	116,450.36
03	0.0000	58.6953	469.5620	4,695.62	122,086.12
04	0.0000	61.5403	492.3220	4,923.22	128,003.72

06/19/2021	5	MANAGEMENT 220	ELELTRIC ESTIMA	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 07/01/21													
Starting with Pay Period 06/19/21 - 07/02/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	50.3642	402.9140	4,029.14	104,757.64
01	0.0000	52.7929	422.3430	4,223.43	109,809.18
02	0.0000	55.3436	442.7490	4,427.49	115,114.74
03	0.0000	58.0208	464.1660	4,641.66	120,683.16
04	0.0000	60.8322	486.6580	4,866.58	126,531.08

06/19/2021	5	MANAGEMENT 240	ELEC UTL MNGR	H HOURLY	B BIWEEKLY	03	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 07/01/21													
Starting with Pay Period 06/19/21 - 07/02/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	68.1719	545.3752	5,453.75	141,797.55
01	0.0000	71.4914	571.9312	5,719.31	148,702.11
02	0.0000	74.9761	599.8088	5,998.09	155,950.29
03	0.0000	78.6360	629.0880	6,290.88	163,562.88
04	0.0000	82.4773	659.8184	6,598.18	171,552.78
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/19/2021	5	MANAGEMENT 245	ELECTR SUPER	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 07/01/21													
Starting with Pay Period 06/19/21 - 07/02/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	58.5550	468.4400	4,684.40	121,794.40
01	0.0000	61.3938	491.1500	4,911.50	127,699.00
02	0.0000	64.3740	514.9920	5,149.92	133,897.92
03	0.0000	67.5023	540.0180	5,400.18	140,404.68
04	0.0000	70.7882	566.3060	5,663.06	147,239.56
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

06/19/2021	5	MANAGEMENT 247	ELEC UTL ENGNR	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 07/01/21													
Starting with Pay Period 06/19/21 - 07/02/21													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	50.9469	407.5750	4,075.75	105,969.50
01	0.0000	53.4042	427.2340	4,272.34	111,080.84
02	0.0000	55.9858	447.8860	4,478.86	116,450.36
03	0.0000	58.6953	469.5620	4,695.62	122,086.12
04	0.0000	61.5403	492.3220	4,923.22	128,003.72
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

** END OF REPORT - Generated by Marcy Webb **

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/18/2022	5	MANAGEMENT 063	AST ELC UTL MNG	H HOURLY	B BIWEEKLY	03	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 7/01/22													
Starting with Pay Period 06/18/22 - 07/01/22													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	66.1491	529.1928	5,291.93	137,590.13
01	0.0000	69.3609	554.8872	5,548.87	144,270.67
02	0.0000	72.7319	581.8552	5,818.55	151,282.35
03	0.0000	76.2723	610.1784	6,101.78	158,646.38
04	0.0000	79.9904	639.9232	6,399.23	166,380.03
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

06/18/2022	5	MANAGEMENT 217	ELEC REG CC	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 7/01/22													
Starting with Pay Period 06/18/22 - 07/01/22													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	54.7679	438.1430	4,381.43	113,917.18
01	0.0000	57.4095	459.2760	4,592.76	119,411.76
02	0.0000	60.1847	481.4780	4,814.78	125,184.28
03	0.0000	63.0974	504.7790	5,047.79	131,242.54
04	0.0000	66.1558	529.2460	5,292.46	137,603.96

06/18/2022	5	MANAGEMENT 220	ELELTRIC ESTIMA	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 7/01/22													
Starting with Pay Period 06/18/22 - 07/01/22.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	54.1415	433.1320	4,331.32	112,614.32
01	0.0000	56.7524	454.0190	4,540.19	118,044.94
02	0.0000	59.4944	475.9550	4,759.55	123,748.30
03	0.0000	62.3724	498.9790	4,989.79	129,734.54
04	0.0000	65.3946	523.1570	5,231.57	136,020.82

06/18/2022	5	MANAGEMENT 240	ELEC UTL MNGR	H HOURLY	B BIWEEKLY	03	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 7/01/22													
Starting with Pay Period 06/18/22 - 07/01/22													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	73.2848	586.2784	5,862.78	152,432.38
01	0.0000	76.8533	614.8264	6,148.26	159,854.86
02	0.0000	80.5993	644.7944	6,447.94	167,646.54
03	0.0000	84.5337	676.2696	6,762.70	175,830.10
04	0.0000	88.6631	709.3048	7,093.05	184,419.25
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/18/2022	5	MANAGEMENT 245	ELECTR SUPER	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 7/01/22													
Starting with Pay Period 06/18/22 - 07/01/22													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	62.9466	503.5730	5,035.73	130,928.98
01	0.0000	65.9983	527.9860	5,279.86	137,276.36
02	0.0000	69.2021	553.6170	5,536.17	143,940.42
03	0.0000	72.5650	580.5200	5,805.20	150,935.20
04	0.0000	76.0973	608.7780	6,087.78	158,282.28
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

06/18/2022	5	MANAGEMENT 247	ELEC UTL ENGR	H HOURLY	B BIWEEKLY	02	26.0000	8.00	80.00	10.00	2080.00	260.00	N
7.50% Equity Adjustment Effective 7/01/22													
Starting with Pay Period 06/18/22 - 07/01/22													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	54.7679	438.1430	4,381.43	113,917.18
01	0.0000	57.4095	459.2760	4,592.76	119,411.76
02	0.0000	60.1847	481.4780	4,814.78	125,184.28
03	0.0000	63.0974	504.7790	5,047.79	131,242.54
04	0.0000	66.1558	529.2460	5,292.46	137,603.96
05	0.0000	.0000	0.0000	0.00	0.00
06	0.0000	.0000	0.0000	0.00	0.00

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